

**WWNY-TV/WWNYF**  
**EEO Public File Report**  
**Job Vacancy Summary**  
**Period Covered February 1, 2008 to January 31, 2009**

Job Vacancy and Recruitment Information

<b>Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source of Interviews (#)</b>	<b>Recruitment source of hire</b>
Web Writer	2/26/08	3, 4, 5, 6, 9, 11, 12, 14, 15, 18, 19, 22, 23, 24	9, 9, 12	12
Anchor/Reporter	10/9/08	15	15	15

Total number of interviewees and number of interviewees referred by each recruitment source

<b>Recruitment Sources</b>	<b>Total Number of Interviews</b>
Watertown Daily Times	2
WWNYTV.com	1
Walk in applicant	1
Total Interviews	4

Recruitment Resource Table

<b>#</b>	<b>Name</b>	<b>Address</b>	<b>Contact</b>	<b>Phone</b>
1.	Jefferson Community College Career Placement Services	1220 Coffeen St., Watertown, NY 13601	Michelle Gefell, Exec. Dir.	786-2269
2.	SUNY College of Tech Career Services	Cornell Drive, FOB 232, Canton, NY 13617	Joel Bixby, Exec. Dir.	386-7119
3.	SUNY Potsdam	128 Sisson Hall,	Karen Ham, Exe. Dir.	267-2339

	Career Planning Center	Potsdam, NY 13676		
4.	St. Lawrence University Career Planning Center	Canton, NY 13617	Kathy Archibald, Exec. Dir.	229-5906
5.	TVJobs.Com (DBA Broadcast Employment Services	PO Box 4116, Oceanside, CA 92052- 4116	Mark C. Holloway, CEO	877-988-9808
6.	NY Job Bank	<a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>		
7.	NAB	<a href="http://www.nab.org">www.nab.org</a>		
8.	NYS Broadcasters	<a href="http://www.nysbroadcastersassn.org">www.nysbroadcastersassn.org</a>		
9.	Watertown Daily Times	260 Washington St., Watertown, NY 13601	Classifieds Desk	315-782-0400
10.	Syracuse Post Standard	PO Box 4915, One Clinton Sq., Syracuse, NY 13221-4915	Classifieds Desk	315-470-0032
11.	Internal posting			
12.	WWNY Website	<a href="http://www.wwnytv.com">www.wwnytv.com</a>		
13.	WWNY On-air advertising			
14.	Employee Referral			
15.	Walk in applicants			
16.	Radio Television News Directors Association	<a href="http://www.rtnnda.org">www.rtnnda.org</a>		
17.	Media Line	<a href="http://www.medialine.com">www.medialine.com</a>		
18.	SUNY Oswego – Career Services	606 Culkin Hall, Oswego, NY 13126	Bob Casper	315-312-2255
19.	Syracuse University – Career Services Network	Syracuse, NY 13244	Karen McGee	315-443-1870
20.	NNY Classifieds	<a href="http://www.watertownnads.com">www.watertownnads.com</a>		
21.	NYS Broadcasters Career Fair	<a href="http://www.NYSBroadcastersCareerfair.com">www.NYSBroadcastersCareerfair.com</a>		
22.	Craigs List	<a href="http://www.Craigslist.org">www.Craigslist.org</a>		
23.	Ithaca College	<a href="http://www.ithaca.edu/careers">www.ithaca.edu/careers</a>	John Fracchia	607-274-1687
24.	Cayuga Community College	<a href="http://w3.cayuga-">w3.cayuga-</a>		

	cc.edu/cayugaconnect/	
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### Employment Outreach Initiatives

	<b>Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1.	NYS Broadcasters Internet Career Fair – March 24-30, 2008	Participated in annual internet career fair sponsored by NYS Broadcasters.
2.	Greater Watertown North Country Chamber of Commerce Job Fair – March 4, 2008	Co-sponsored and participated in Job Fair in an effort to recruit for future employment and to raise awareness of career in the broadcast industry.
3.	Syracuse University Internship program – ongoing	Interns work in the News department developing their skills as photojournalists. Interns will work with various news employees on their writing, interviewing, editing, and photography skills. Upon completion of the semester long program the intern will have final package produced and aired on our newscast.
4.	Weather Internship – Summer 2008	Hosted SUNY Brockport intern in the News Department. Intern will work with our meteorologist. He will be learning how to prepare forecasts for air and our website.
5.	Production Internship – Fall 2008	Hosted SUNY Oswego intern in Productions Department. Intern will observe day-to-day operation of Productions. Will also spend time with all other departments learning how what they do and how they interact. May also contribute to “Craig’s To Do List” webpage.
6.	Copenhagen Central School – Career Day – April 10, 2008	Anchors spoke at the Career Pro session. Spoke to students interested in journalism careers.
7.	Gateway to Careers – Clarkson University – April 30, 2008	Career fair targeted at college bound high school students. Promoted broadcast careers
8.	Workforce 2020 – January 13, 2009	Program for High School seniors presented by Jefferson Community College. The program is intended to give students interviewing experience while exposing them to careers available in the North Country.